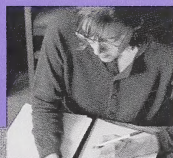
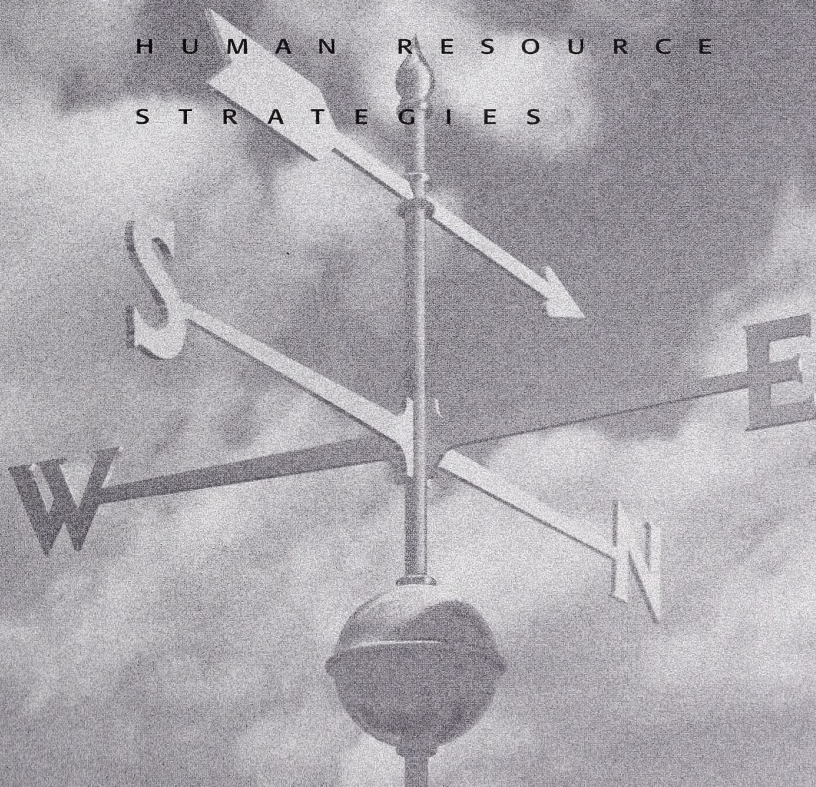


PEOPLE AND PROSPERITY



HUMAN RESOURCE
STRATEGIES



For additional copies of this paper contact:

Communications Branch

Alberta Learning

7th Floor, Commerce Place

10155 - 102 Street

Edmonton, Alberta, T5J 4L5

Tel: (780) 422-4495

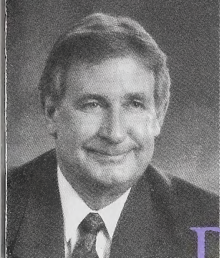
To be connected toll free: 310-0000

Fax: (780) 422-1263



Deaf or hearing impaired with TDD/TDY units
call 427-9999 in Edmonton. Other locations
call 1-800-232-7215.

People and Prosperity is also available through the
Internet at www.gov.ab.ca/documents/peopleprosperity



Premier's Message

In February 1997, I announced *People and Prosperity*, a human resource strategy for Albertans. *People and Prosperity* identified a vision of skilled, knowledgeable and confident Albertans who contribute to and share in Alberta's economic prosperity. Recognizing the strong links between economic prosperity and learning, skills development, and knowledge and innovation, all government ministries are involved in *People and Prosperity's* coordinated approach to human resource development.

People and Prosperity: Accomplishments and Outlook reports to Albertans on our progress to date. And considerable progress has been made. Through collaboration with our public and private partners, we are providing expanded learning and work opportunities for all Albertans, encouraging lifelong learning, and implementing best practices in workplaces and in human resource development. These accomplishments are recorded in the following pages.

We recognize that there is more to be done. *People and Prosperity: Accomplishments and Outlook* also comments on the challenges we face. It invites Albertans to participate in developing new strategies to maintain our momentum toward the *People and Prosperity* vision. The centre of this report contains a tear-out survey and postage-paid envelope, and the survey is also on the Internet. Please take a few moments to tell us your priorities for future strategies.

"People development" is essential to the vitality of our families and communities, and an important component of the Alberta Advantage. Your input will help ensure that Albertans are well-positioned to succeed in the ever-changing global economy and share in Alberta's prosperity.

Ralph Klein

Premier's Message

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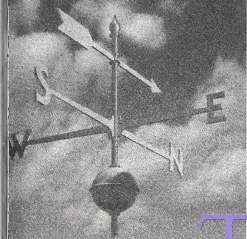


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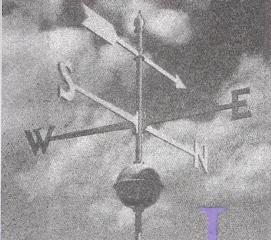
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Introduction

P E O P L E A N D P R O S P E R I T Y

All Albertans develop and apply their knowledge, skills and talents to their full potential, resulting in competent, confident, self-renewing people who contribute to and share in Alberta's economic prosperity.

This document reports to Albertans on progress over the past two years on *People and Prosperity*, Alberta's human resource development strategy. When the strategy was released in February 1997, Premier Klein noted that the development of Albertans is central to the continuing vitality of Alberta's economy and communities. Promoting the development of the province's human resource potential is crucial — to an individual's self-reliance and ability to earn income, and also to building a strong economy, and preventing future social costs such as poverty, crime, and poor nutrition and health. This view was affirmed by Albertans at the September 1997 Growth Summit.

Through *People and Prosperity*, government has collaborated with public and private sector partners in developing a comprehensive set of goals and actions to ensure that Albertans are ready to meet emerging workforce challenges and achieve their personal and economic potential. *People and Prosperity* updates our progress toward these goals, comments on implications for the future and invites Albertans to participate in identifying new strategies to maintain progress toward the *People and Prosperity* vision.

This document is organized according to the six *People and Prosperity* goals. For each goal, there is a summary of accomplishments, a set of performance indicators that measure success in meeting the *People and Prosperity*

V I S I O N

goals, and a discussion of opportunities and challenges for the future. Information on resources available to Albertans to assist them with their human resource development needs is included in the section on Goal One.

An Invitation

Attached to the centre of this document is a response form which poses questions relating to the six *People and Prosperity* goals and the challenges that lie ahead. The response form is your opportunity to provide input to the development of new *People and Prosperity* strategies.

Please return the completed response form, along with any additional comments you may have, to:

People and Prosperity

c/o Alberta Learning
9th Floor, Commerce Place
10155 - 102 Street, Edmonton
Alberta, T5J 4L5

or Fax it to (780) 422-0880.

This survey may also be completed on the Internet at the following website:

www.gov.ab.ca/documents/peopleprosperity

Your cooperation in providing responses as soon as possible and no later than

September 1, 1999 is appreciated.



Information is essential to help Albertans prepare for careers and make transitions when work and skill requirements change. Our goal

1 Accessing Information

F O R M O R E

GOAL ONE

Albertans will have improved access to information on emerging work trends, knowledge and skill requirements, learning opportunities, entrepreneurship and workplace human resource practices.

Actions and Results

Strategies

Increase access to human resource development information through the Internet.

Accomplishments

The Alberta Learning Information Service (ALIS) was launched in fall 1997. The website provides access to information on adult learning opportunities, trades, occupations, education and skill profiles of the labour force, labour market trends and new government labour market initiatives. The website is located at www.alis.gov.ab.ca.

Advanced Education and Career Development

Alberta Labour's website contains information on Alberta's workplaces and labour environment, the status of collective bargaining, average weekly earnings, Alberta unions and employee associations, etc. In spring 1998, a workplace innovation page was added with information on current initiatives and links with other sites. Alberta Labour is collaborating with other Canadian jurisdictions to encourage development of innovation pages and hot links with one another. The Alberta Labour website is located at www.gov.ab.ca/lab.

Labour

The Alberta Public Library Electronic Network (APLEN) project has moved closer to its goal of connecting all Alberta public libraries. Since April 1998, APLEN has participated in partnerships with The Alberta Library (host organization), Industry Canada and Alberta Advanced Education and Career Development. A seamless connection to Alberta's universities and colleges will be possible. Many private sector companies are contributing to achieve the goal of library connectivity. Alberta libraries should all have basic Internet connectivity by March 31, 1999. The goal is full information centres by 2001.

Community Development

During 1997, government and private sector representatives developed a Careers Alberta web site prototype. Discussions with the private sector are proceeding for a career website for students.

Education

is to provide comprehensive, current and relevant human resource development information and ensure that Albertans can readily access it.

O P T I O N S

Strategies

Increase access to human resource development information through the Internet. (cont.)

Accomplishments

By spring of 1998, the Alberta Government's \$5 million Network Access Grant had resulted in 99% of funded Alberta schools and jurisdiction offices having Internet connections. In early 1998, a TELUS Learning Connection project team undertook in-service sessions for over 240 lead teachers, representing all school jurisdictions in Alberta. From August 1997 to June 1999, it is estimated that more than 10,000 teachers will receive in-service training. The program has been extended to June 2001, with a goal of providing in-service opportunities to all Alberta teachers.

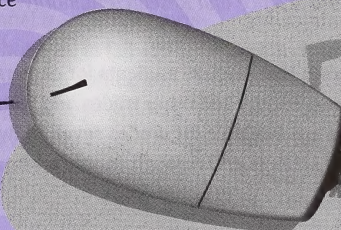
Education

A government employment website introduced in 1998 provides "one stop shopping" for prospective employees. Visitors to the website will find information about the Alberta public service and each department, the benefits of working for the public service, employee roles and competency requirements, profiles of employees from different occupations and departments, and a listing of all current vacancies in *The Bulletin On-Line*. In 1999, Government departments can place their job ads with **Positionw@tch**, an Internet job posting service specializing in information technology. The Government of Alberta is "showcased" as an employer on the **Positionw@tch** Internet site under the Alberta logo. This provides job seekers with direct links to information about the Government of Alberta as an employer.

Personnel Administration Office

Information about adult learning and career opportunities at the click of a mouse...

The Alberta Learning Information Service (ALIS), www.alis.gov.ab.ca, is the gateway to on-line information and services on careers, learning, and employment in the province. Advanced Education and Career Development, in consultation with its many stakeholders, designed and continues to maintain the ALIS website. The website ensures people, in the province and around the globe, access a one-stop interrelated network of the most up-to-date career, learning and employment information and service links available in Alberta. The ALIS site will continue to expand and evolve. Future plans include an electronic student loan application service and an interactive career-planning tool.





Accessing Information

Strategy

Accomplishments

*Increase access to human resource development information through the Internet.
(continued)*

Within Alberta Agriculture, Food and Rural Development's award-winning website, a page was added which identifies an extensive list of employment agencies in agriculture. *Ropin the Web* website users have surpassed 100,000 per month, and within the employment section of the *General Store* they are directly linked to community and non-governmental employment service agencies.

Agriculture, Food and Rural Development

Enhance the exchange of information on human resource development for planning purposes.

Advanced Education and Career Development is an ex-officio member of the Alberta Economic Development Authority's Preparing for the Changing Workforce Committee, ensuring linkage between human resource planning and economic development planning.

Advanced Education and Career Development

A study regarding the current and future status of Alberta's Information and Communication Technology sector was undertaken in 1998, with an emphasis on short and long-term human resource requirements. The study will help government and other stakeholders in developing strategies to help this sector build long-term capability. In February 1999, Advanced Education and Career Development announced the allocation of \$51 million dollars from the department's Access Fund to create more than 1,000 additional spaces this year in 21 post-secondary information and communication technology (ICT) programs across the province.

*Advanced Education and Career Development/
Alberta Science and Research Authority*

Courses that prepare students for careers in agriculture, energy and other trades and technical areas are available for grades seven to twelve in many schools and through distance education.

Education

A Work Destination website was launched in July 1998. The website provides public access to a wide range of labour market information regarding labour in Canada. The website is located at www.worksearch.gc.ca:667.

Advanced Education and Career Development

Through the Construction Workforce Development Forecasting Committee, Advanced Education and Career Development worked with the Construction Owners Association of Alberta, Alberta construction contractors and labour organizations, and Human Resources Development Canada to forecast 1998-2002 Alberta construction labour requirements and to identify strategies to respond to skill shortages.

Advanced Education and Career Development

The Department of Energy worked with Advanced Education and Career Development on energy industry information on upcoming projects to help determine what skills, trades and professions will be needed in the future.

Energy

An employer handbook for Agriculture and Horticulture was produced in October 1997. The handbook addresses all aspects of human resource management practices in agriculture. A symposium on human resource issues in the agriculture and agri-food industry was held in March 1997 in partnership with the Canadian Agriculture and Rural Development Fund. Partnerships among industry, educational institutions and government are being developed.

Agriculture, Food and Rural Development

Strategy**Accomplishments**

Enhance the exchange of information on human resource development for planning purposes.
(continued)

The Health Workforce Strategic Plan for Alberta outlines a collaborative, service-sector driven approach to provincial health workforce planning and management. The Strategic Plan is intended to achieve the goal of the optimal number, mix and distribution of health personnel, based on service delivery needs, at a cost the health system can afford. The Provincial Health Workforce Steering Committee, established in 1998, guides the implementation of the Plan, and links the provincial Health Authorities, Alberta Health and some other government departments. The Committee facilitates the development and implementation of short and long-term strategies, including some strategies to ensure that:

- potential students are provided with information on actual and anticipated career opportunities
- educational programs provide students with the competencies required by employers; and
- there is optimal utilization and distribution of competent health workers.

Health

Consolidate government labour market development programs and services.

The Labour Market Development Agreement was implemented in November 1997. It facilitates single-window access to federal and provincial government labour market development programs and services through 18 Canada-

Modify policies on career counselling in secondary schools to encourage students' exploration of career options and improve parental knowledge about career development.

During 1997/98, a policy for guidance, counselling and career planning was prepared in consultation with personnel from school jurisdictions and other stakeholders. In fall 1997, work began to revise the health and career-planning curriculum for junior high schools. A draft program will be available for review by Albertans in the spring of 1999.

Education

The Department of Energy worked with the Fort McMurray Regional Infrastructure Working Group which detailed and studied proposed projects in the area and assessed the types of personnel resources that would be required in the future.

Energy

A partnership was developed between Alberta Agriculture, Food and Rural Development and the Alberta Pork Producers Development Corporation. A framework for a human resource development strategy to meet industry needs and outline their participation in supporting training and education has been developed. This will be the basis for a memorandum of understanding with the industry group and all the major training and education stakeholders.

Agriculture, Food and Rural Development

Alberta Service Centres. Work continues to expand the range of labour market programs and identify areas for further improvement.

Advanced Education and Career Development

During 1997/98, a strategy was developed to improve parents' knowledge about career development and help them access the information they need, when they need it, to help their children make successful career plans. A Career Skills Portfolio is available from the Learning Resources Distributing Centre.

Education



Performance

Accessing Information

Performance measures for this goal include the number of direct client contacts and number of Internet user sessions. The most

recent findings are reported below, along with information on how to access these services.

Through partnerships with Human Resources Development Canada and others, we are helping more Albertans with their career development needs.

Source:
Advanced Education
and Career Development

Direct Human Resource Development Services

Career Counselling

One-on-one service to assist clients in the development of action plans to achieve employment and training goals.

96/97
Client
Contacts

24,500

97/98
Client
Contacts

31,000

Group Workshops

Group services to provide human resource development information and assist clients in the development of action plans to improve their self-sufficiency.

23,500

17,500

Labour Market Information Centres (LMICs)

Extensive local libraries of books, magazines, computer software and audio/visual resources. Approximately 30 LMICs are located across the province to assist Albertans to make informed choices about learning and work.

143,600

256,200

Career Information Hotline

Provides information, referrals and consultative services to the general public and practitioners via telephone, e-mail and mail regarding career planning, employment programs, apprenticeship, occupational information and departmental programs and services.

26,000

24,900

Comprehensive career information, educational planning, employment assistance, educational funding and apprenticeship services are provided to Albertans through approximately 30 locations across the province, as well as by telephone and the Internet.

Federal-provincial and interdepartmental partnership agreements have resulted in expansion of services to Albertans experiencing significant barriers to employment. November 1997 marked the implementation of the Canada-Alberta Labour Market Development Agreement (LMDA), which transferred responsibility for

labour market programming for Employment Insurance recipients to Advanced Education and Career Development from Human Resources Development Canada. Clients who are receiving, or who are at risk of receiving, social assistance are also provided with programs to improve their employability and self-reliance.

Additional information regarding Career and Employment Assistance Services may be obtained through the Alberta Learning Information Service website (www.alis.gov.ab.ca) or by contacting the Career Information Hotline toll-free at 1 (800) 661-3573.

Accessing Internet Services

Internet-Based Services/Website Location

97/98 User Sessions

LEARNING OPPORTUNITIES (cont.)

Alberta Council on Admissions and Transfer (ACAT)

Provides an online transfer guide and a searchable database of transfer agreements between Alberta post-secondary institutions.

Advanced Education and Career Development

www.aecd.gov.ab.ca/acat

27,000

EDINFO

A comprehensive listing of educational programs offered by Alberta post-secondary institutions and distance learning courses offered in Alberta, Saskatchewan and Manitoba.

Advanced Education and Career Development

www.alis.gov.ab.ca/edinfo

63,900

WORK OPPORTUNITIES

The Bulletin On-Line

"One-stop shopping" for prospective employees, with information about the Alberta Public Service and each department, the benefits of working for the public service, employee roles and competency requirements, profiles of employees from different occupations and departments and a listing of all current job vacancies.

Personnel Administration Office

www.gov.ab.ca/pao/jobs

Not available

Ropin' the Web

Provides links to an extensive list of community and governmental agencies that provide employment information and services in the area of agriculture.

Agriculture, Food and Rural Development

www.agric.gov.ab.ca/navigation/links/classifieds/index.html

Not available

ENTREPRENEURSHIP

Alberta Economic Development

Provides access to departmental publications such as the *Small Business Guide* Series, the department library and related news. Links to other websites with entrepreneurship and economic development information for the province are also provided.

Economic Development

www.edt.gov.ab.ca

Not available

ENTREPRENEURSHIP (CONT.)

Alberta First.Com/Business Attraction Information System (BAIS)

Provincial and municipal partnership promoting business and community development in Alberta. Provides links to a broad range of applicable sites such as entrepreneurship, business startup/ management, industry associations, government, and regional and community information.

Economic Development

www.albertafirst.com

20,500

The Business Link

Joint initiative with the Government of Canada (Western Diversification), Alberta Economic Development and Economic Development Edmonton. This site focuses on information on entrepreneurship, business startup and management.

Economic Development

www.cbesc.org/alberta

44,500

WORKPLACE HUMAN RESOURCE PRACTICES

Alberta Labour

Includes information regarding occupational health and safety, best practices and workplace innovations, mediation services, professions and occupations, and access to related publications.

Labour

www.gov.ab.ca/lab

34,200

Personnel Administration Office

Provides up-to-date information on the government's human resource programs and practices including the Corporate Human Resource Plan and Human Resource Development Strategy as they pertain to the Alberta public service. This website also contains extensive employee and management information, including an employee orientation guide, a self-paced leadership development tool kit and *Connexus*, a bimonthly magazine for managers. The site provides comprehensive access to the Government's human resource regulatory base (directives, regulations, legislation) and collective agreement.

Personnel Administration Office

www.gov.ab.ca/pao

Not
available

Our goal is
to provide
comprehensive,
current and
relevant human
resource
development
information and
ensure that
Albertans can
readily access it.

Internet-Based Services/Website Location

97/98 User
Sessions

HUMAN RIGHTS

Alberta Human Rights and Citizenship Commission

Provides information regarding human rights and responsibilities, the human rights complaints process, and links to resources to promote the goals of fostering equality and reducing discrimination.

Community Development

Not
available

www.albertahumanrights.ab.ca

Sources:

Government of Alberta and
Telus website administrators.

In addition to direct and website-based human resource development services, information and related services have been provided through department libraries and print publications. For example, Alberta Labour has produced approximately fifteen bibliographies identifying sources of information on a range of topics such as employee recruitment and

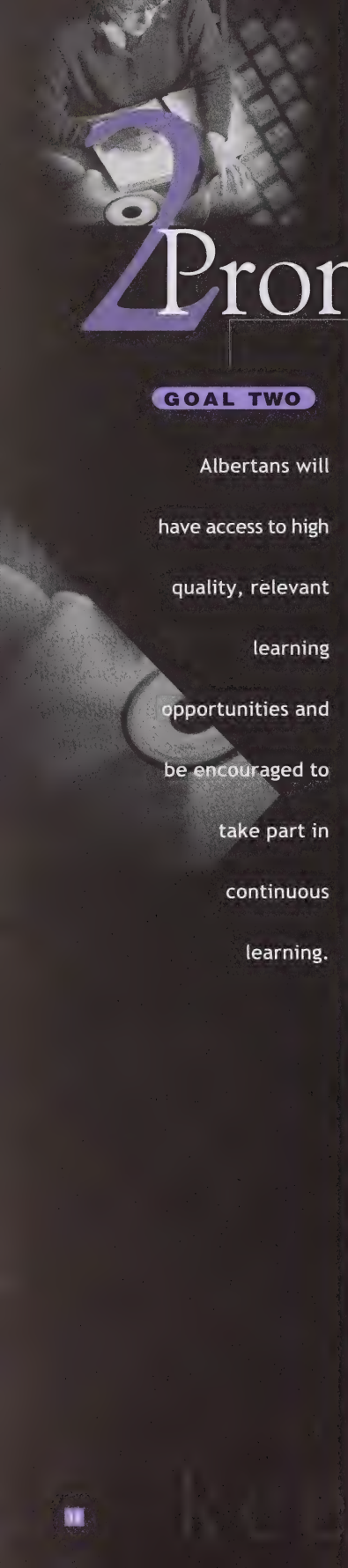
retention, alternative dispute resolution, harassment in the workplace and safety. Advanced Education and Career Development distributed approximately 667,000 career and labour market information products to individuals, career practitioners and schools in 1997/98.

Opportunities and Challenges

Albertans require comprehensive and current human resource development information to assist them to make informed decisions with respect to learning and work. While a wealth of human resource development information is now available, some Albertans may be unaware of its existence or not know how to access it. Others may not fully appreciate the linkage between planning and the achievement of successful career outcomes. Albertans with complex barriers to learning and work may

benefit from more structured assistance in the form of group services and counselling.

Are there opportunities to improve our information services in these or other areas? Our challenge is to continually develop and promote pragmatic approaches to help Albertans to assess their interests and abilities, and to access the learning and job information they need.



Continuous workplace change requires that Albertans learn continuously and keep their employability skills current. Our goal is to ensure that learning opportunities are widely available,

Promoting continuous

F O R E C O N O M I C

GOAL TWO

Albertans will
have access to high
quality, relevant
learning
opportunities and
be encouraged to
take part in
continuous
learning.

Actions and Results

Strategies

Accomplishments

Develop a renewed vision for apprenticeship and industry training.

Following consultations, a renewed vision for apprenticeship and industry training was announced in fall 1997. There are now more options for training, improved financial support for apprentices, more promotion of ways to begin learning a trade, more training opportunities for youth, and increased flexible certification of workers. In 1998, there were approximately 30,000 registered apprentices, an increase of about 12% over 1997 levels. This represents the highest level of participation in the history of Alberta's apprenticeship system.

Advanced Education and Career Development

Implement an accountability framework for post-secondary institutions and a new funding mechanism to reward excellence and encourage advancement in meeting system-wide goals.

Through the Performance Envelope, incentives have been developed to recognize the achievements of post-secondary institutions in providing quality learning that is accessible, affordable and responsive to needs. Performance-based funding was fully implemented in 1997/98. In June 1998, \$15 million was awarded to Alberta's post-secondary institutions.

Advanced Education and Career Development

Develop a renewed vision for Alberta's post-secondary institutions.

In collaboration with post-secondary institutions, the Campus Alberta partnership is being developed as a network of inter-dependent institutions that builds on best practices and individual strengths to deliver sustainable, quality lifelong learning and research.

Advanced Education and Career Development

Expand financial support for learners.

In August 1997, financial assistance became available for apprentices while they attend formal training. The Alberta Opportunities Bursary, a government partnership with post-secondary institutions and the private sector, was established in January 1998 and will provide up to \$15 million a year in matching government funds. The Northern Student Bursary, announced at the same time, provides assistance to high need students from Northern Alberta. Other programs continue to be in place, including the Aboriginal Health Careers Bursary Program.

Advanced Education and Career Development/Health

that Albertans continue their historic high participation in these opportunities, and that learners and employers find that Alberta's learning programs have prepared Albertans well for their work-related needs.

learning

O P P O R T U N I T Y

Strategies

Accomplishments

Expand financial support for learners.
(cont.)

Advanced Education and Career Development is continuing to work with the federal government to improve the overall effectiveness and efficiency of financial assistance programs. This includes the harmonization of the design and delivery of loan assistance and Canada Millennium scholarships.

Advanced Education and Career Development

Increase the enrolment capacity of the adult learning system.

Through the Access Fund, \$51 million will be provided to support the creation of 1,200 new student spaces in 1999/2000, with a majority of these spaces in Information and Communications Technology (ICT). This expansion adds to the 10,000 new spaces funded by Advanced Education and Career Development between 1994/95 and 2000/2001.

Advanced Education and Career Development

Enhance learning opportunities through the use of technology.

Government will provide \$85 million in Technology Integration Funding from 1996/97 to 2000/01. The guidelines for funding have been relaxed to provide school jurisdictions with greater flexibility. As well, the requirement for school boards to provide matching funds was dropped as of March 31, 1998.

Education

Through the Knowledge Network Initiative, \$20 million was allocated toward the development of infrastructure to enable students to utilize new technologies to access information for learning. This includes acquisition of electronic information resources, development of related technology systems, computer hardware and information technology, and adaptations to library spaces where required.

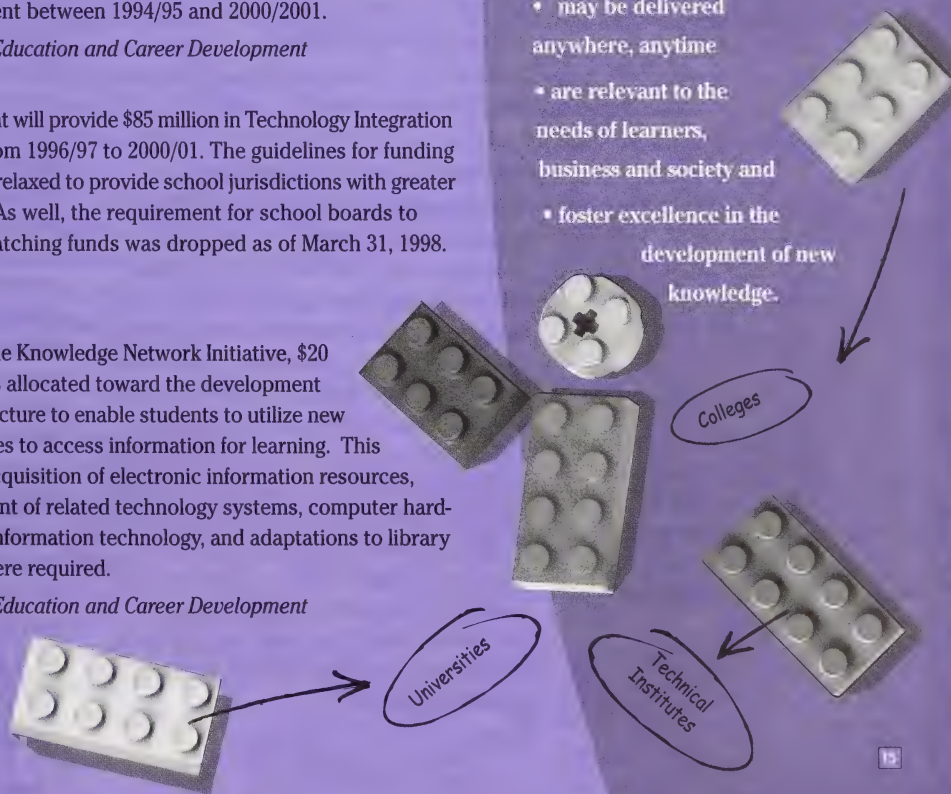
Advanced Education and Career Development

Toward a seamless, learner-centred post-secondary system...

C

ampus Alberta is Alberta's collaborative vision for adult learning for the new millennium. Together, post-secondary institutions, the provincial government and learners are mapping the evolution of a system of interdependent institutions that cooperate to deliver quality, sustainable adult learning opportunities that:

- build on the best practices and exemplary programs of individual institutions
- may be delivered anywhere, anytime
- are relevant to the needs of learners, business and society and
- foster excellence in the development of new knowledge.



Promoting Continuous Learning

Strategy

Accomplishments

Enhance learning opportunities through the use of technology. (cont.)

Through the Learning Enhancement Envelope, \$10 million was allocated in 1998/99 to post-secondary institutions to facilitate system-wide change that integrates technology and learning.

Advanced Education and Career Development

The province worked with Albertans to identify the information and communications technology outcomes that students should achieve in various subjects across the grades. The program was available for schools to use in 1998/99.

Education

Work with business and other sectors to address training needs.

Expansion of the amount and breadth of training undertaken by small business was reviewed with industry representatives. The services of the Business Link in Edmonton and the Calgary Business Information Centre have been found helpful in directing business owners and small business service companies to appropriate resources. These business centres are a partnership of federal, provincial and municipal governments.

Economic Development/Advanced Education and Career Development

Alberta Transportation and Utilities, Economic Development and Advanced Education and Career Development are supporting the motor carrier industry in the establishment of a new training and development initiative. Announced in November 1998, the Transportation Training and Development initiative will encourage training for all aspects of commercial motor transportation and include new vehicle training and certification standards for commercial vehicle drivers. The partners of the non-profit Transportation Training and Development Company (TT&DC), which include 7 major industry associations, 20 major motor carriers and government representatives, will facilitate the development of a program aimed at increasing safety standards in the industry. The TT&DC is contracting with Red Deer College to assist in the development of curricula, industry standards and certification for drivers and other industry professionals. Work has begun on curricula for two certification programs: professional driver and safety supervision.

Transportation and Utilities/Economic Development/Advanced Education and Career Development

The Health Workforce Education Project, launched in July 1995, has provided \$5 million in funding over three years to assist post-secondary institutions and private training services to both develop and offer programs enabling workers to acquire knowledge and skills needed in the restructured health system. A Health Workforce Adjustment Strategy was established in 1994 and provided \$15 million over four years to assist health service workers to retrain for careers within and outside of the health sector. In partnership with health professions and employers, Alberta Health has facilitated development of competencies for some health worker categories (e.g. support workers, the full range of medical laboratory services workers, licensed practical nurses).

Health

The Department of Energy has worked with the University of Alberta to assist in the development of the Energy and Resources MBA program.

Energy

Strategy**Accomplishments**

Work with business and other sectors to address training needs.
(cont.)

The Alberta Area Health Education Partnership Program was established in September 1998 to look at health workforce planning and employer recruitment support, such as new ways of placing health students in clinical placements, particularly in rural areas. The partnership involves Alberta Health, Alberta Advanced Education and Career Development, Regional Health Authorities and post-secondary institutions. The Government of Alberta has provided \$270,000 in funding over three years.

Health/Advanced Education and Career Development

In 1998, Alberta became the first province in Canada to implement an accreditation process whereby private institutions may be authorized to offer degree programs.

Advanced Education and Career Development

In December 1998, Alberta Transportation and Utilities launched the Joint Workforce Development Initiative in partnership with industry and several post-secondary institutions. Under this program, several strategies are being implemented to assist in addressing current and future human resource needs of the road building industry in Alberta. The Transportation Infrastructure Career Development Program is underway and involves engineering co-op students from the University of Alberta and the University of Calgary in rotating work assignments with Alberta Transportation and Utilities, a contractor, and a consultant. The Career Enhancement Program and the Knowledge Exchange Program are under development.

Transportation and Utilities/Labour

Support research excellence.

In 1997, Advanced Education and Career Development introduced the Research Excellence Envelope and the Intellectual Infrastructure Partnership Program to modernize research infrastructure and attract quality researchers to the province. In 1998/99, \$19.8 million was awarded to post-secondary institutions through the Intellectual Infrastructure Research Program. An additional \$3.5 million per year has been allocated to assist universities to recruit and retain new faculty.

Advanced Education and Career Development

Alberta is leading an inter-provincial team in the identification of common issues and assessment of effective strategies to support university research. Through the Council of Ministers of Education Canada, a research action plan has been approved and is being implemented.

Advanced Education and Career Development

Share expertise with learners.

Alberta Environmental Protection has an extensive education program that includes classroom presentations, presentations to youth organizations (e.g. Scouts, Guides, 4-H, Junior Forest Wardens) and teacher workshops. Youth have opportunities to learn about current environmental issues such as climate change, air quality, water quality, threatened wildlife, forest conservation, and land reclamation.

Environmental Protection

The Department of Energy has worked with stakeholders to develop climate change education materials for Alberta schools. In 1998, the Department of Energy provided advice to agencies for their preparation of educational materials for Canadian schools.

Energy

Promoting Continuous Learning

Strategy

Accomplishments

Share expertise with learners.
(cont.)

Through the outreach program of the Association of Professional Engineers, Geologists and Geophysicists of Alberta, Energy geologists gave presentations to schoolchildren to supplement their curriculum on rock and minerals.

Energy

Department of Energy staff acted as resource persons to the University of Calgary, University of Alberta and Lakeland College in programs related to climate change and sustainable development.

Energy

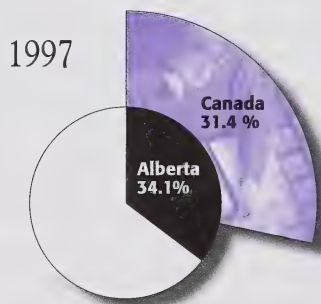
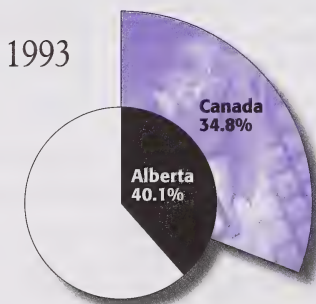
Performance

Performance measures for this goal include the proportion of adult Albertans participating in learning, learner satisfaction with the adult learning system, and employers' satisfaction

with the academic and technical skills acquired by employees through the adult learning system. The most recent findings are reported below.

Compared nationally, Albertans have a high commitment to learning.

Adult Participation in Learning



Source:
Adult Education and Training in Alberta: An Analysis of Alberta Data from 1994 & 1998 Statistics Canada Adult Education and Training Survey.

This chart shows the extent of participation by adults 17 years and older in both credit and non-credit learning activities. It gives the most global perspective on the degree to which Albertans take advantage of diverse learning opportunities. In 1997, Alberta ranked second nationally (British Columbia was first).

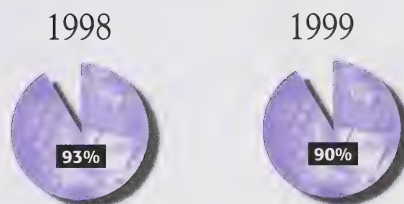
The decline in participation is largely attributed to Alberta's strong economy. When there are a large number of good jobs, many people postpone decisions regarding further learning.

After more than a decade of strong increases, there has been a pause in the growth of enrolment at Alberta's post-secondary institutions. Enrolment across the rest of Canada has been falling as well. An exception to this pattern is the construction industry, where increased activity leads to a corresponding increase in participation in apprenticeship training. In 1998 Advanced Education and Career Development registered the highest number of apprentices ever.

Participants in the adult learning system are very positive regarding the system's ability to prepare them for the workforce and personal development.

Learner Satisfaction

Proportion of adults surveyed who had taken part in education or training in the previous year and were satisfied.



These results are taken from an annual Public and Learner Satisfaction Survey commissioned by Advanced Education and Career Development in 1998 and 1999. The surveys were used to determine the views of recent

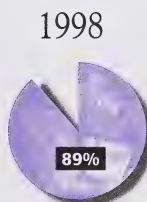
learners regarding how well the learning system responded to their needs, as well as their perspective of the responsiveness of the system as a whole.

Sources: Government Omnibus Survey, 1998; Advanced Education and Career Development: Public and Learner Satisfaction Survey, 1999.

Alberta's employers are confident that the adult learning system is providing learners with the academic/technical skills they require for the workforce.

Employer Satisfaction

Proportion of employers surveyed who were satisfied with the academic/technical skills acquired by employees through public post-secondary education.



This indicator, new for 1998, shows the percentage of surveyed Alberta employers who indicated they were very or somewhat satisfied with employee skills acquired through Alberta's public post-secondary education system. Employers who had hired graduates within the

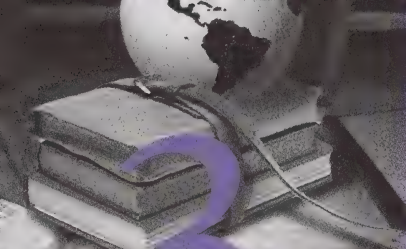
previous two years were surveyed to determine their level of satisfaction with the academic/technical skills and other employability skills and competencies that graduates are bringing to their jobs. This result will provide a benchmark for future performance.

Sources: Advanced Education and Career Development: Employer Satisfaction Survey, 1998.

Opportunities and Challenges

The number of adult learners who will want to attend post-secondary institutions is expected to increase by approximately 23,000 full-load equivalent learners by 2005. Some measures have been introduced to meet this enrolment pressure, but are there other opportunities for flexible learning arrangements and new methods of delivery to address this need? Our challenge is to help people acquire the learning and training they want, in accessible locations, at a time they can participate.

People who do not pursue post-secondary learning following high school experience diminished economic and work prospects. Are there additional opportunities to encourage Albertans to invest in learning for their future? A further challenge is to ensure the availability of learning-to-work pathways that do not require a high degree of academic achievement, so that all Albertans – regardless of their formal academic learning – are successful in the workforce.



Youth face a highly competitive global workplace characterized by continuous change and increasing skill requirements. Our goal is to ensure that Alberta's youth

Preparing youth for work

GOAL THREE

Alberta's young people will have access to opportunities that prepare them for successful participation in work.

Actions and Results

Strategies

Accomplishments

Develop an Alberta youth employment strategy.

During 1998, an Alberta Youth Employment Strategy was developed. The Strategy aims at creating opportunities for youth to develop the skills and knowledge needed for work, increasing work opportunities, helping youth respond to the changing nature of work, and addressing the cultural and social barriers that may prevent youth from working. The Strategy is part of a National Youth Employment Strategy.

Advanced Education and Career Development/Education

Provide alternative means to high school completion.

During 1997/98, the number of Outreach Programs established across the province increased from approximately 40 to approximately 60. Outreach Programs allow students who have left a traditional high school program to complete their high school diploma.

Education

Assist youth to develop employability skills through training, volunteerism and work experience.

In 1997, a three-year Youth Connections pilot project began in Edmonton and Calgary. The program focuses on young people who do not go on to post-secondary education and who need skills to pursue occupations which have opportunities for career progression. Because of its success, the program will be expanded to a greater number of communities in 1999/2000.

Advanced Education and Career Development/Education

A proposal to create a Youth Careers Program in partnership with industry and post-secondary institutions was integrated into the development of Youth Connections and the Alberta Youth Employment Strategy (see above).

Education/ Advanced Education and Career Development

In 1997, the Career and Technology Studies (CTS) curriculum was fully implemented across the province, with courses available in both English and French.

Education

have access to a range of skill development pathways, and that they are actively engaged in acquiring the knowledge and skills that will underlie their long-term success.

developing

Strategies Accomplishments

Assist youth to develop employability skills through training, volunteerism and work experience.
(cont.)

Students are provided work experience, internship and co-op opportunities in the Alberta public service through the Corporate Human Resource Development Strategy. As a result, approximately 200 opportunities were provided for students across government departments in 1998/99.

Personnel Administration Office

In 1997, Alberta Agriculture, Food and Rural Development's Green Certificate program partnered with schools offering Work Experience and Career and Technology Studies programs. The partnership enables students to acquire job skills through farm experience while obtaining credit toward their high school diplomas. The program now operates with 500 students and with 350 rural high schools.

Agriculture, Food and Rural Development

Alberta Environmental Protection has developed educational materials to support the Natural Resources modules of the CTS curriculum. These materials, along with professional development workshops, are provided to teachers across the province.

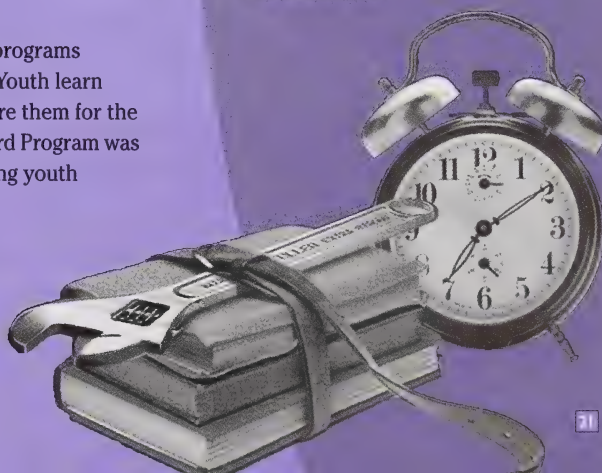
Environmental Protection

The Leaders in Action and Make Contact programs conducted twenty workshops in 1997/98. Youth learn professional and life skills that help prepare them for the job market. The Leaders of Tomorrow Award Program was introduced in 1995 to recognize outstanding youth volunteerism.

Community Development

Introducing youth to the world of work...

Commencing in November 1997, parents, employers and school boards across the province began an annual collaboration to provide Grade 9 students with the opportunity to obtain a realistic view of the work world, its demands and opportunities. Through *Take Our Kids to Work*, students job-shadow their parents or volunteer hosts, learning about the responsibilities of a particular job and of work in general. In addition to broadening students' perspectives about work possibilities, this initiative takes learning beyond classroom walls and emphasizes the role of the community in preparing youth for the future.



Preparing Youth for Work

Strategy

Accomplishments

Assist youth to develop employability skills through training, volunteerism and work experience.
(cont.)

Alberta Environmental Protection has partnered with forest companies in Alberta to provide youth an opportunity to gain experience in working in the forest sector. Through the Junior Forest Ranger program, teams of young people gain valuable work experience during the summer months. The program also has an important education component.

Environmental Protection

Partnerships have been developed with rural schools that may allow high school students to earn credit for 4-H projects and achievements. There is increased support from communities and Alberta's corporate sector. A resource book *The Business of Agriculture* was produced with information on career trends and educational requirements in Alberta's agriculture sector.

Agriculture, Food and Rural Development

The Historical Resources Intern Program, in partnership with the University of Calgary, provides participants with employment development opportunities in historical resource management and interpretation. The Certificate in Historical Resource Management component offers interns classroom instruction, distance learning courses and a practicum. Participants work at historic sites, interpretive centres and museums operated by the province. Approximately 30 interns and project assistants are currently enrolled. Past participants have moved on to related employment across Canada and internationally.

Community Development

Expand opportunities for youth in apprenticeship and industry training.

The Registered Apprenticeship Program (RAP), for high school youth, has expanded to over 500 students from 200 in 1997.

Advanced Education and Career Development/ Education

Articulation agreements between local school jurisdictions and post-secondary institutions, recognizing the equivalence of appropriate Alberta Education Career and Technology Studies modules, have been expanded.

Advanced Education and Career Development/ Education

Through the Apprenticeship and Industry Training system, business and industry were encouraged to hire and train young people as apprentices. In the past three years, 10,232 employers hired and registered apprentices age 25 and under. In 1998, there were approximately 30,000 registered apprentices in Alberta, the highest participation in the system's history.

Advanced Education and Career Development

SURVEY & RESPONSE FORM



H U M A N R E S O U R C E
S T R A T E G I E S



Please complete
the following
response form and
send it to:

Alberta Learning

People and Prosperity
Coordinator

9th Floor
Commerce Place
10155 - 102 Street
Edmonton, Alberta
T5J 4L5

OR

FAX it to
(780) 422-0880

This survey may also be
done over the Internet
at the following
website:

[http://www.gov.ab.ca
/documents/
peopleprosperity.](http://www.gov.ab.ca/documents/peopleprosperity)

Your cooperation in
providing responses
no later than
September 1, 1999 is
appreciated.

September 1



PEOPLE AND PROSPERITY SURVEY

A To help us in our analysis of responses, please circle the ONE number below that best describes you.

- | | | |
|------------------|--|--|
| 1. Student | 7. Teacher/Instructor | 11. Labour representative |
| 2. Employee | 8. Counsellor/ Human resource practitioner | 12. Social service agency representative |
| 3. Employer | 9. Education administrator | 13. Other (please specify) _____ |
| 4. Self-employed | 10. Business or industry representative | |
| 5. Unemployed | | |
| 6. Parent | | |

B Please rank each item in terms of its **PRIORITY** for the development of **NEW** strategies:

3 = A high priority: much more needs to be done in this area

2 = A moderate priority: other areas are more important

1 = Current strategies are sufficient



Accessing information for more options

New strategies are needed to:

	PRIORITY: High	Moderate	Low
1. Improve awareness of <i>existing</i> information and services on human resource matters	3	2	1
2. Develop <i>additional</i> information on (please specify topic): _____	3	2	1
3. Expand career planning and job search strategies	3	2	1
4. Other (please specify) _____ _____ _____	3	2	1



Promoting continuous learning for economic opportunity

New strategies are needed to:

	PRIORITY: High	Moderate	Low
1. Increase flexible learning arrangements and delivery of post-secondary learning opportunities	3	2	1
2. Increase learning opportunities centred on areas of new knowledge	3	2	1
3. Increase workplace learning opportunities	3	2	1
4. Ensure that financial need is not a barrier to accessing further learning	3	2	1
5. Other (please specify) _____ _____ _____	3	2	1

Strategies

Preparing youth for work

New strategies are needed to:

PRIORITY: High Moderate Low

1. Increase work-related and employability programs for youth
2. Increase learning opportunities for youth from disadvantaged socio-economic backgrounds
3. Support transitions from school to work
4. Encourage employers to hire and train young people
5. Other (please specify)

3	2	1
3	2	1
3	2	1
3	2	1
3	2	1

Helping Albertans to overcome barriers to employment

New strategies are needed to:

PRIORITY: High Moderate Low

1. Improve understanding of human rights and individual differences
2. Increase flexible learning and work arrangements for people with special needs
3. Encourage employers to hire people from minority groups
4. Other (please specify)

3	2	1
3	2	1
3	2	1
3	2	1

Making the most of workplace innovations

New strategies are needed to:

PRIORITY: High Moderate Low

1. Promote greater health and safety awareness among younger workers
2. Identify and promote best practices in labour relations
3. Identify and promote best practices in flexible work arrangements
4. Other (please specify)

3	2	1
3	2	1
3	2	1
3	2	1

Continued on back

New strategies are needed to:

New strategies are needed to:	PRIORITY: High	Moderate	Low
1. Increase international awareness of Alberta's workforce and educational system	3	2	1
2. Improve recognition of credentials, nationally and internationally	3	2	1
3. Expand language training and understanding of cultural diversity	3	2	1
4. Other (please specify)	3	2	1

Do you have other comments, perhaps on the effectiveness of existing strategies or any additional strategies you believe should be explored?

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no text or other markings on the paper.

Strategy**Accomplishments**

*Expand opportunities for youth in apprenticeship and industry training.
(cont.)*

Youth are encouraged to participate in Skills Alberta Canada, which fosters interest in apprenticeship through promotional events and skill-building activities.

*Advanced Education and Career Development/
Education*

Alberta students completed over 16,000 courses in work experience in 1996/97, compared with 11,500 in 1993/94. The number of completions in work experience courses continues to increase.

Education

Work with employers and other partners to expose youth to career opportunities.

The Alberta government coordinated the participation of over 15,000 Alberta Grade 9 students in the national "Take Our Kids to Work" program in November 1998. This represented an increase of approximately 50% over the previous year. Students from 44 school jurisdictions attended work with their parents or volunteer hosts to gain exposure to the world of work and learn about the roles and responsibilities of a particular job.

Education

Through the CAREERS: The Next Generation Foundation, careers in trades and technology are promoted and employers are encouraged to provide work experience opportunities for students. The Alberta government supports the Foundation through funding and representation on the Foundation board.

Education/Advanced Education and Career Development/ Economic Development

Throughout the year, Alberta Environmental Protection staff attend career fairs hosted by secondary and post-secondary institutions to provide information on careers in the environment.

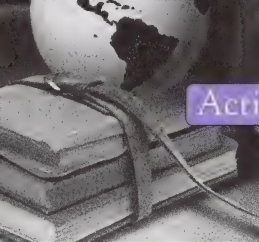
Environmental Protection

Contribute to the Economics of Staying in School (ESIS) Program.

Offered by Junior Achievement of Alberta and the Northwest Territories and supported by Alberta Economic Development, the ESIS program is being delivered to 40 northern Alberta schools in communities with large rural and Aboriginal populations. Through a positive

educational focus, the program assists young people to develop entrepreneurial skills and learn how they can contribute to their communities.

Economic Development



Preparing Youth for Work

Strategy

Accomplishments

*Improve coordination
and information
regarding school-career
transition activities.*

During 1997/98, a survey was completed to determine how many schools have articulation agreements with post-secondary institutions, use student career skills portfolios, have a business-education partnership policy, and have a tracking system to do follow-up studies on their students. The survey draws attention to the importance of local initiatives and provides baseline data for measuring results.

Education

A School-Careers Transition Initiative was established in 1997 to improve communications and partnerships among key groups, including setting up a special website, planning a newsletter and holding a series of regional workshops with nearly 300 participants.

Education

*Increase the
visibility of the
Alberta public
service.*

An Ambassador Program was introduced in 1998 to provide department representatives with materials and information to assist in their efforts to attract students and new graduates to the Alberta public service.

Personnel Administration Office

Performance measures for this goal include the proportion of Alberta youth that participate in learning and the workforce, the number of career-oriented high school program comple-

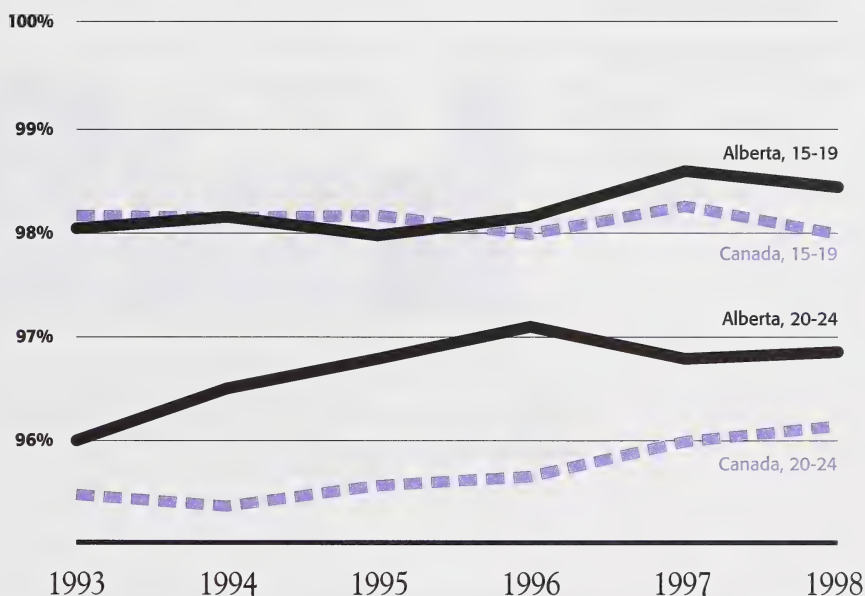
tions, and the youth unemployment rate. The most recent findings are reported below.

Alberta youth
are actively
engaged in
acquiring skills
and experience
through learning
and work.

Source:
Statistics Canada:
Labour Force Survey,
1993 - 1998.

Youth Participation in Learning and the Workforce

(Alberta and Canada)



This chart shows the proportion of youth 15 - 19 years of age and 20 - 24 years of age who participated in learning and/or in the workforce. Participation in learning encompasses activity at both secondary and post-secondary levels. Workforce participants include those who are working, as well as those who are actively engaged in looking for work. Some individuals who are neither attending school nor in the workforce may be inactive due to travel, family, or health matters.

Alberta youth have a very high rate of participation within both age groups. In 1998, the proportion of youth 15 - 19 years attending

school or participating in the workforce was 98.5%. The participation rate for youth 20 - 24 years was 96.9%.

Youth participation in post-secondary learning has been growing. Between 1993/94 and 1997/98, Alberta post-secondary enrolment for 15-24 year olds grew by approximately 13.6 percent compared with population growth of approximately 4.9 percent.



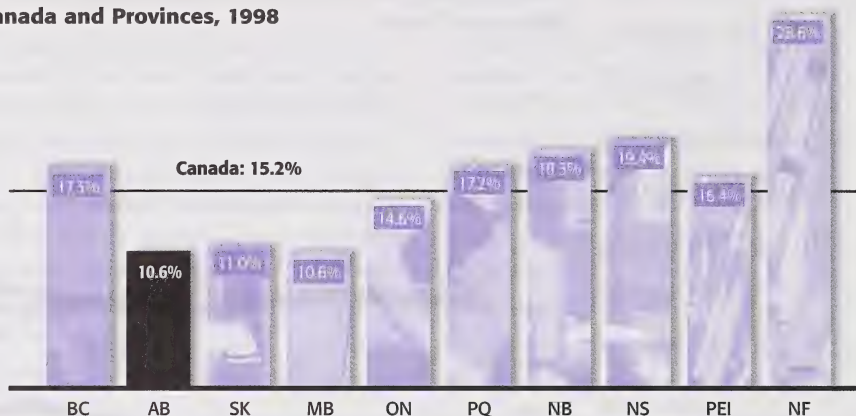
Preparing Youth for Work

Alberta shares the lowest youth unemployment rate in Canada.

Youth (15-24) Unemployment Rate

Canada and Provinces, 1998

Source:
Statistics Canada
Labour Force Survey,
1998.



Alberta's strong economy has had a moderating influence on the youth unemployment rate, which is 30 percent below the national aver-

age. This is largely attributable to the increased availability of jobs in the service sector.

Increasing numbers of high school students are completing high school programs with a strong emphasis on employability.

Career-Oriented High School Program Completions

Program	1996/97 Course Completions	1997/98 Course Completions
Career and Technology Studies	191,489	215,816
Registered Apprenticeship Program	915	1,782
Integrated Occupational Program	15,269	14,999

Alberta Education, in cooperation with Advanced Education and Career Development and partners in the community, has developed a range of programming to assist high school students to develop general employability and occupational-specific skills. Upon completion of these programs, students may directly

enter the workforce, go on to complete an apprenticeship in a recognized trade, or pursue further education and training at a post-secondary institution.

Source:
Alberta Education, 1998.

Although Alberta's strong economy has had a moderating influence, the unemployment rate for youth 15 to 24 years of age remains roughly twice that for adults 25 and over. Some youth are at greater risk of not being able to participate in the economy than others, and the period of transition between school and work is longer than it was for previous generations. Advanced Education and Career Development is working with partners to develop and implement the Alberta Youth Employment Strategy, a comprehensive approach intended to:

- create opportunities for all youth to develop the skills and knowledge needed for work
- increase work opportunities for youth
- help youth respond to the changing nature of work and
- address the cultural and social barriers that may prevent youth from learning and/or working.

Our challenge is to ensure that all Alberta youth successfully negotiate the transitions between learning and work. It is important to balance academic education, employability training and citizenship preparation. Pragmatic approaches are essential to help disadvantaged youth, particularly Aboriginal youth, prepare for the labour market.

Strong, self-renewing communities require that all citizens achieve their potential. Our goal is to provide programming and

H E L P I N G A L B E R T A N S

4 Overcome Barriers To

GOAL FOUR

Programs and workplaces will be responsive to people who face barriers to employment, ensuring that all Albertans have opportunities to develop and participate in the workforce.

Actions and Results

Strategies

Accomplishments

Reform adult development programming.

Adult development programming is under reform. The new program model, Adult Skills Alberta, will concentrate on employability and occupational skills, work experience, work placement assistance, program content defined by outcomes-based standards, and the development of a prior learning/employability skills portfolio.

Advanced Education and Career Development

Develop human resource potential and improve socio-economic conditions in Aboriginal communities.

Intergovernmental and Aboriginal Affairs and Alberta Education are leading the development of a government-wide Aboriginal Policy Framework to ensure a constructive and consistent approach to relationships with Aboriginal communities and people that will lead to improved socio-economic conditions. The preparation of the proposed Framework involves all 17 ministries.

Intergovernmental and Aboriginal Affairs/Education

The Future Leaders Program, an inter-agency and community-based program in Aboriginal communities, was expanded to eleven communities during 1997/98. This program is offered in partnership with participating communities and corporate sponsors, and provides opportunities to Albertans to participate in community recreational activities.

Community Development

Alberta is working with Saskatchewan and Manitoba on various initiatives to promote a greater understanding of Aboriginal cultures and perspectives, including an Aboriginal Studies Program for senior high schools.

Education

services to enable Albertans to overcome barriers that inhibit their full participation in learning and work.

Employment

Strategies

Enhance learning and employment options for persons with disabilities and chronic illness.

Accomplishments

In 1998, Alberta released its interdepartmental policy framework *"Investing in Employment Supports for Persons with Disabilities in Alberta"* and signed a new bilateral agreement, *"Employability Assistance for People with Disabilities"* with the federal government. A provincial interdepartmental steering committee is responsible for co-ordinated planning, development, monitoring and evaluation of employment supports for persons with disabilities in Alberta. The steering committee is co-chaired by Family and Social Services and Advanced Education and Career Development. Other members include Health and the Alberta Alcohol and Drug Abuse Commission.

Family and Social Services/Advanced Education and Career Development

During 1997/98, government support increased by 30% for the education of children with severe disabilities. Enhanced Opportunity Funds, designated for projects to meet the needs of students who are economically disadvantaged, provided support to 114 schools.

Education

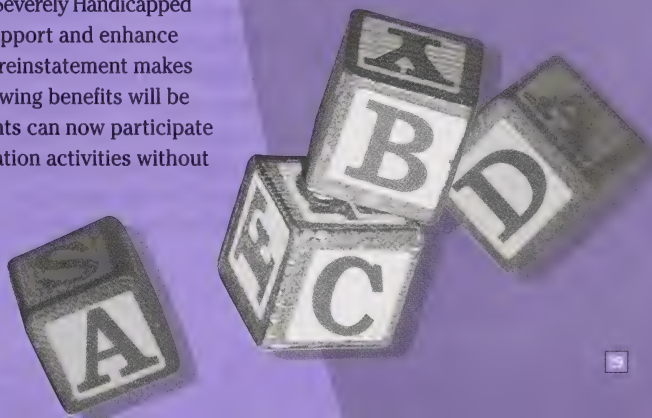
In October 1997, Assured Income for the Severely Handicapped (AISH) introduced policy changes to support and enhance employment options for clients. Rapid reinstatement makes it easier for clients to accept work, knowing benefits will be available if needed. Similarly, AISH clients can now participate in volunteer work, training or rehabilitation activities without jeopardizing their benefits.

Family and Social Services

Minimizing barriers for future generations...

Alberta is a partner in the National Child Benefit, which is a new series of initiatives designed to address child poverty and encourage parents to participate in the workforce. Through the provision of supplemental benefits, low income working families and families leaving welfare can begin achieving financial independence with the assurance that their children's basic needs will be met. In Alberta, the National Child Benefit is currently comprised of two components:

- the Alberta Child Health Benefit, a new health plan which provides coverage for children's dental, optical, drug prescription, and emergency ambulance services; and
- the Child Care Subsidy program, under which eligibility criteria have been broadened, which assists low income parents to pay their child care fees.



Overcoming Barriers

Strategy

Accomplishments

Enhance learning and employment options for persons with disabilities and chronic illness.
(cont.)

During 1997/98, Alberta participated in the development of *In Unison*, a new national vision on benefits and services for persons with disabilities, in cooperation with the provinces/territories and the Government of Canada.

Family and Social Services

A specialized cocaine addiction treatment program has been implemented as a pilot project as part of the Business and Industry program located at the Northern Addiction Centre in Grande Prairie.

Community Development

Support efforts of low-income families to remain in or prepare for the workforce.

Alberta worked with other provinces/territories and the federal government to develop the new National Child Benefit (NCB) introduced in July 1998. The NCB is a nation-wide initiative to promote attachment to the workforce, reduce the depth of child poverty and reduce overlap and duplication between governments. Funds made available through the NCB have been directed to an Alberta Child Health Benefit program which provides coverage for prescription drugs, dental, optical, emergency ambulance services and essential diabetic supplies for children of low-income families, as well as to enhancements to the Child Care Subsidy Program.

Family and Social Services

helped 160,000 low and middle-income working families support their children and has empowered these parents to pursue work opportunities.

Treasury

In the spring of 1998, a memorandum of understanding was signed between Family and Social Services and Advanced Education and Career Development to develop a comprehensive mix of programs and services. The agreement will ensure that social allowance recipients who are expected to work can maximize their potential to achieve self-sufficiency through employment. Implementation of the memorandum will occur in stages to allow for a smooth transition for clients. The greater impact will be in the fiscal year 1999/2000 and beyond.

Family and Social Services/Advanced Education and Career Development

The first stage of a new Alberta Family Employment Tax Credit became effective January 1997, providing up to \$500 for families with annual family employment income greater than \$6,500 and less than \$37,500 total income. The second stage was implemented in January 1998 increasing the maximum tax credit to \$1,000 per family and extending the upper limit for eligibility of a lesser tax credit to \$50,000 total income. In 1998, the tax credit

Strategy**Accomplishments**

Foster acceptance of diversity through the provision of human rights education and information.

The Rights Path - Alberta was published in spring 1998. This booklet informs Aboriginal people about their human rights, how to deal with discrimination and where to go for help. It outlines the rights of children, women, families, elders and others. Information regarding cultural, justice, educational, housing and health rights is included. Written by Aboriginal lawyers, the guide was a collaborative venture by the Institute for the Advancement of Aboriginal Women, the Aboriginal Human Rights Committee, the Alberta Human Rights and Citizenship Commission, and the Canadian Human Rights Commission.

Community Development

Promotion of human rights continues to be an important part of several compulsory school programs, especially social studies and health.

Education

Support successful youth transitions from custody environments to communities.

A Young Offender Pilot Project was introduced in 1998 to encourage young offenders in custody to participate in community-based recreational and arts activities, enabling them to develop skills, interests and interpersonal relationships that will assist them in future work and community participation. An evaluation has recommended the program be continued.

Community Development/Justice

Through a partnership between Alberta Community Development and the University of Calgary, the Cultural Diversity Institute has been established. The Institute, housed at the University of Calgary, exists to provide education, training, information and research services on cultural diversity to the corporate, not for profit, public service and education sectors.

Community Development

New diversity and human rights education materials that promote a discrimination free environment and provide information on how to resolve complaints of discrimination have been developed and distributed. These include the Understanding Gender Discrimination video and guide, Discrimination and the Law users' guide and the Human Rights Complaint Form and Guide.

Community Development

Overcoming Barriers

Performance measures for this goal include a survey of Albertans' views regarding learning and work opportunities for Aboriginal people, persons with disabilities and recent

immigrants, and labour force participation trends for these three groups. The most recent findings are reported below.

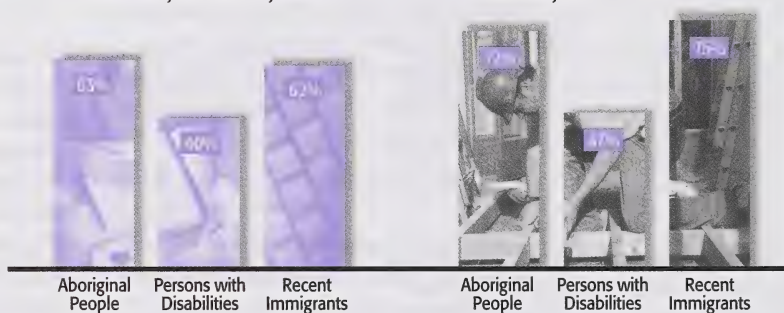
Surveys reveal that some Albertans are concerned that training and employment barriers experienced by Aboriginal people, persons with disabilities and recent immigrants have not been adequately addressed.

Government of Alberta Omnibus Survey

Proportion of Albertans surveyed who agree that Aboriginal people, persons with disabilities and recent immigrants are receiving sufficient opportunities to:

a) obtain training and prepare themselves for the workforce.

b) find employment in the workforce.



Source:
Government of
Alberta Omnibus
Survey, 1998.

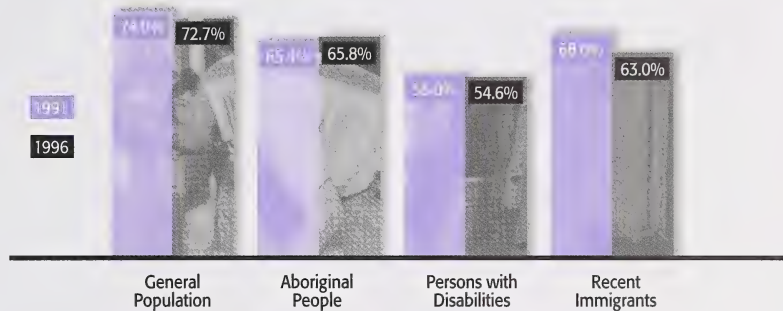
Like other Albertans, Aboriginal people, persons with disabilities and recent immigrants have access to a wide array of training and employment opportunities. However, in some instances, additional assistance is required to address language, cultural, physical and social barriers. Community Development, through the Alberta Human Rights and Citizenship Commission, provides information and resources to enhance Albertans' understanding of the abilities and rights of individuals with different circumstances and backgrounds. Advanced Education and Career Development, along with Family and Social Services, Health, the federal government and community partners, are working to ensure that persons with

barriers receive more of the types of assistance they need to become as self-sufficient as possible.

The survey gauges public perceptions regarding opportunities available to people with barriers to obtain training, find employment and become self-sufficient. Other approaches for measuring the effectiveness of strategies for the removal of training and employment barriers are being explored.

Labour force participation by persons with disabilities and immigrants declined somewhat between 1991 and 1996.

Labour Force Participation Trends (Alberta)



Source:
Statistics Canada
Census Data
1991 & 1996.

Between 1991 and 1996, Alberta labour force participation declined somewhat for the general population, as well as for persons with disabilities and recent immigrants.

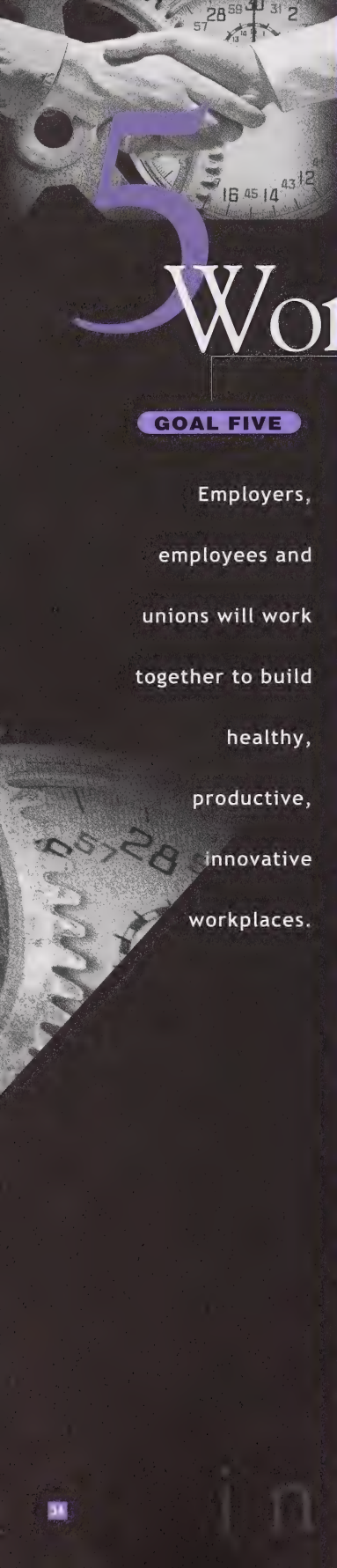
The decline in labour force participation in the general population may reflect the aging of Alberta's population. In contrast, Alberta's Aboriginal population is comparatively young, so the participation rate increase likely reflects the number of individuals reaching the age of

employment and higher levels of educational attainment. The reason for the decline in labour force participation for persons with disabilities is not as clear in light of a general trend toward labour force participation by persons with moderate disabilities. More research is needed to better understand this finding. With regard to recent immigrants, individuals may be unable to enter the labour market right away due to language and skill deficits.

Opportunities and Challenges

While individuals with significant barriers may access and benefit from many human resource development opportunities, there are still those for whom more comprehensive or specialized supports may be required in order to improve their self-sufficiency. In addition, there are some barriers that are best addressed by improving public and employer awareness of the challenges that persons with barriers face, along with the strong contributions they make to society.

Are there pragmatic approaches which could be taken to promote greater participation in learning and work opportunities by Aboriginal Albertans, people with disabilities and immigrants? Our challenge is that every Albertan should have the chance to achieve his or her potential, and to confidently progress through learning systems and work opportunities.



To fully capitalize on Alberta's knowledgeable and highly skilled workforce, it is essential to maintain a stable labour relations environment and productive,

M A K I N G T H E M O S T O F

Workplace innovations

GOAL FIVE

Employers,
employees and
unions will work
together to build
healthy,
productive,
innovative
workplaces.

Actions and Results

Strategies

Accomplishments

Examine pension and benefit issues arising from changing work arrangements.

A discussion paper on the Employment Pension Plans Act was released in August 1998. Input is being incorporated into draft legislation designed to improve flexibility and portability in employer-sponsored pension plans. Preliminary research and consultation on the pension and benefit needs of non-traditional workers is nearing completion.

Labour/Treasury

Assist government employees in their return from long-term illness.

The Employee Support and Recovery Assistance program was developed in partnership with the Alberta Union of Provincial Employees in 1997 to assist employees on long-term illness leave with their return to work.

Personnel Administration Office

Work with industry associations, employers, unions and others to recognize excellence and promote positive workplace change.

A workplace innovation component was developed and added to Alberta Labour's website in 1998. The site, located at www.gov.ab.ca/lab, is designed as a resource centre for stakeholders looking for ideas, information, contacts or services to help them develop innovative workplace and human resource practices.

Labour

Information on collaborative problem solving, building effective workplace relationships, 360 degree feedback, behaviour-based safety, alternative dispute resolution, collective bargaining, contingent workers, employee recruitment and retention, open book management, the changing workplace and a variety of other topics was developed for industry clients during 1997/98. The information can be accessed through the Alberta Labour website.

Labour

Consultation was initiated with labour and employer organizations in targeted industries to explore development of new sectoral initiatives.

Labour

healthy workplaces. Our goal is to encourage the development of collaborative employer-employee relationships which foster innovation and minimize time lost to injury and work stoppage.

working together

Strategies

Work with industry associations, employers, unions and others to recognize excellence and promote positive workplace change.

(cont.)

Accomplishments

Information sharing was enhanced in the construction industry. Construction best practices information is now included on the Alberta Labour web page through a link to the Construction Owners Association of Alberta site at www.coaa.ab.ca.

Labour

A roster of designated mediators was developed in 1997 with participation from workplace stakeholders.

Labour

In the municipal sector, a partnership was formed with the City of Edmonton to develop a collaborative approach to labour and employee relations across all City departments. Relationship building and problem solving training has been underway since fall 1998.

Labour

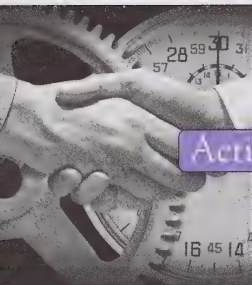
With input from stakeholders across Alberta, a Strategic Plan for the Partnerships in Health and Safety Program was developed in 1997. Work has been initiated to clarify stakeholder roles, complete standards for health and safety audits, and develop quality assurance standards. Through the Partnerships Framework, Alberta Labour works with 80 Partners (including large employers/owners, associations, education institutions and community-based initiatives) to encourage employers to build effective health and safety programs and have them audited for quality. Certificates of Recognition have been issued to 2,200 employers whose programs meet the audit standard.

Labour

Transforming labour/management relations...

While Alberta's construction industry continues to be a leader in promoting collaboration, best practices and innovation, 1998 also saw significant developments in other sectors. For example, the City of Edmonton and the unions and associations representing City employees launched an ambitious process to transform their labour/management relations. The City's senior management team and the union and association presidents developed a working relationship agreement that commits them to work together for common goals - delivering best value services, satisfying customers and supporting employees. New initiatives for improving workplace relationships, communication and problem solving are helping the City achieve its goal of becoming a leader in positive labour relations in the Canadian public sector. The initiative is supported by Alberta Labour, which is providing extensive facilitation support and relationship building training, and by financial assistance from Human Resources Development Canada.





Actions and Results

Workplace innovations

Strategy

Work with industry associations, employers, unions and others to recognize excellence and promote positive workplace change. (cont.)

Accomplishments

Alberta Health provides \$750,000 funding per year to the Alberta Centre for Injury Control and Research. The mission of the Centre, which opened September 1998, is to reduce the frequency and optimize the treatment and rehabilitation of injuries in Alberta by providing coordination and support for injury control programming, research, information sharing and education.

Health

Discussions were initiated with some workplace stakeholders on programs for recognizing workplace excellence. Initial feedback suggests that this is considered to be a long-term rather than short-term priority.

Labour

Starting in June 1998, Alberta Health is funding the Alberta Tobacco Reduction Alliance, over the next four years, to implement a comprehensive Tobacco Reduction Plan. Funding of \$750,000 is being provided for the first year, and \$1 million per year for the next three years. One of the multiple strategies of the Tobacco Reduction Plan is to increase the number of Alberta workplaces where tobacco related hazards have been eliminated or minimized.

Health

Performance

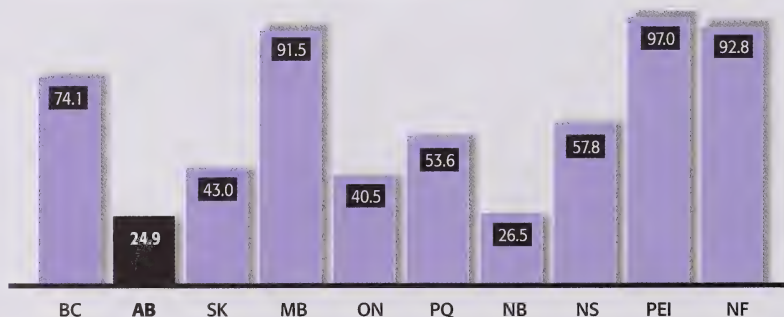
Performance measures for this goal include the number of person-days lost to workplace injury and diseases and the number of person-

days lost to work stoppage. The most recent findings are reported below.

Alberta has the best occupational health and safety record in the country.

Person-Days Lost to Workplace Injury and Diseases, 1996

Person-days lost per 10,000 Person-days worked



Sources:

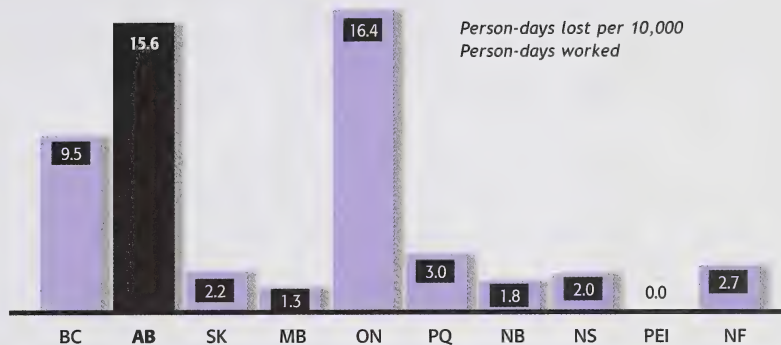
Human Resources Development Canada; Statistics Canada: Labour Force Survey; Statistics Canada: Public Sector Employment, Wages and Salaries, 1996.

Workplace injuries typically rise with an increase in economic activity as a greater percentage of less-experienced workers are added to the workforce. The rate of person-days lost to workplace injury and disease increased

slightly in 1996. However, given Alberta's strong economic growth over this period, its performance relative to the rest of Canada is very favourable.

The 1997 Safeway strike had a dramatic impact on Alberta's national ranking with respect to work stoppage.

Person-Days Lost to Work Stoppage, 1997



Source:
Human Resources
Development Canada;
Statistics Canada: Labour Force
Survey; Statistics Canada:
Public Sector Employment,
Wages and Salaries, 1997.

In 1997, Alberta lost 15.6 person-days to work stoppages per 10,000 person-days worked, ranking second highest in Canada behind Ontario. This compares with an average of only 0.7 person-days lost to work stoppages in

each of the previous four years. The increase in the work stoppage rate was primarily due to the Safeway dispute, which accounted for over 90 percent of all person-days lost.

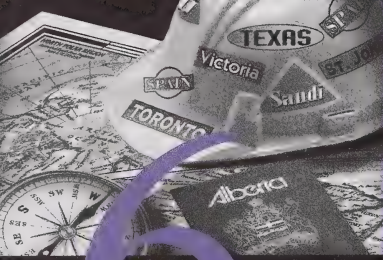
Opportunities and Challenges

A stable labour relations environment plays an important role in attracting businesses and new work opportunities for Albertans. The creation of healthy and productive work environments hinges on employer-employee cooperation and mutual recognition of the other's needs. The development and communication of innovative and flexible work arrangements typically leads to greater employee satisfaction and productivity gains.

Although Alberta's overall record with regard to workplace injury and disease is exemplary, youth aged 18 - 24 who have been with an employer for less than one year account for approximately 40 - 60 percent of injury loss

claims. Safety training is, therefore, especially important in the preparation of young Albertans for the workplace.

What opportunities are there to identify and adopt additional best practices in employer-employee relations and worker safety training? Our challenge is to ensure that Albertans, as employers and employees, continue to feel confident that they work in healthy and productive work environments, and that Alberta's record for safe and innovative workplaces continues to be recognized nationally and internationally.



Albertans need to be, and want to be, recognized nationally and internationally for the excellence of their knowledge, skills, attitudes and experience. Our goal is to ensure

P R O V I D I N G

6 Passports to the global

GOAL SIX

Albertans will be able to make use of their education and skills in the global economy.

Actions and Results

Strategies

Accomplishments

Work with partners to develop strategies to recognize learner and worker competencies.

In January 1997, a Qualification Certificate Program was put in place for the skilled trades. Individuals who can demonstrate industry-established competencies may be eligible for a Qualification Certificate.

Advanced Education and Career Development

A working group has been established to develop a policy framework for recognizing learner and worker competencies. The working group is examining means to expand the use of prior learning assessments to acknowledge on-the-job experience and informal and part-time learning in assessing competence and establishing workplace credentials.

Education/Advanced Education and Career Development

Implement the labour mobility provisions of the Agreement on Internal Trade.

Alberta is continuing its strong support for the mobility provisions of the Agreement on Internal Trade (AIT). In March 1998, with other jurisdictions, Alberta agreed to accelerate the removal of barriers. A detailed plan is in place to ensure that regulatory bodies take the necessary steps to comply with the Agreement.

Advanced Education and Career Development

Provide information to assist in decision making related to exports.

In cooperation with private and public sector partners, Alberta Economic Development and Alberta Agriculture, Food and Rural Development have participated in the development and distribution of the *Alberta Directory of Services for Exporters*. The Directory points exporters and potential exporters to organizations that can assist export endeavors.

Economic Development/Agriculture, Food and Rural Development

Promote Alberta's workforce to international audiences.

The Department of Energy worked with the Canadian Institute for Petroleum Development and similar agencies to assist energy professionals and executives from emerging economies and promote opportunities for Albertans in these other countries.

Energy

superior credentials and labour mobility conditions so that Albertans may compete for opportunities arising from global trade and expanding domestic markets.

Asking Albertans
to help set a vision
for the future...

economy

Strategies

Accomplishments

Promote Alberta's
workforce to
international
audiences.
(cont.)

In 1997, Advanced Education and Career Development introduced the Research Excellence Envelope and the Intellectual Infrastructure Partnership Program to modernize research infrastructure and attract quality researchers to the province. In 1998/99, \$19.8 million was awarded to post-secondary institutions through the Intellectual Infrastructure Research Program. An additional \$3.5 million per year has been allocated to assist universities to recruit and retain new faculty.

Advanced Education and Career Development

Promote the study of
international
languages.

Alberta Education has produced an 'infomercial' to bring the importance of learning languages to the attention of Albertans. Agreements on language education have been signed with the governments of Germany, Spain and Italy. These agreements will result in enhanced curricula and teacher support.

Education

Alberta has led the development of a common curriculum framework for non-French bilingual language under the auspices of the Western Canadian Protocol for Collaboration in Basic Education. The framework will be released in 1999/2000, the 25th anniversary of bilingual programming in Alberta for languages other than French.

Education

Promote Alberta's
educational systems
internationally.

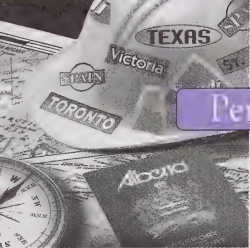
In March 1998, Alberta Education, in cooperation with the Alberta Chamber of Commerce and other organizations, sponsored a symposium on international education. Alberta Education contributed to a memorandum of understanding on cooperation in education signed by Canada and Ukraine in January 1999.

Education

In 1997, the Government of Alberta embarked upon an intensive consultation to obtain input from Albertans as to their vision of the future and how the province can achieve broad-based, sustainable growth. Hundreds of Albertans participated in more than 40 "mini-summits" across the province, addressing issues involving six key sectors: government; the social economy; MASH (municipalities, academic institutions, schools and hospitals); business and industry; energy; and agriculture and rural development. These activities culminated in the two-day Growth Summit in September 1997, where 243 recommendations for private and public sector actions and policies were put forward. Each government department subsequently followed up on the

Growth Summit recommendations and their initial responses have been identified in *Agenda for Opportunity*, the government's three-year business plan.





Performance

Passport to the global economy

Approximately one in five Albertans is directly applying his or her skills in a global market.

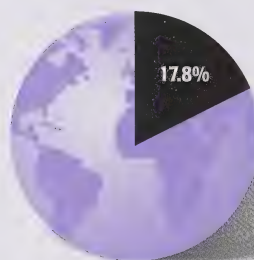
Source:
Economic
Development

Performance measures for this goal include the proportion of Alberta's labour force working in export-oriented industries and an

indicator of workforce productivity. The most recent findings are reported below.

Labour Force Participation in Export-Oriented Industries, 1998.

Estimated Proportion
of Total Labour Force
Participation in
Export-Oriented
Industries



This diagram shows Albertans' participation in the global economy in terms of exports of manufactured and processed products, services and knowledge. Labour force participation in export-oriented industries is growing, reflecting the increase in trade activity and expanding markets resulting from the North American Free Trade Agreement and the Alberta Advantage. The participation rate is likely even higher than indicated: a number of dynamic sectors, primarily service industries, are excluded due to the difficulty in measuring export activity.

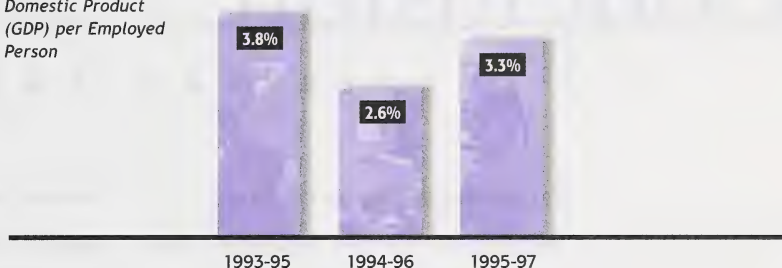
Because Alberta's exports are heavily resource-based (agriculture accounts for more than 30% of exports), low commodity prices due to global instability may have a negative impact on job growth in the export sector.

Falling world commodity prices in conjunction with an increase in job creation can lead to declining nominal gross domestic product (GDP) per employed person.

Source:
Statistics Canada and
Alberta Treasury

Workforce Productivity

Growth in Gross Domestic Product (GDP) per Employed Person



This measure shows the overall productivity of Alberta's workforce in terms of the nominal gross domestic product (GDP). In 1997, Alberta's three-year average annual GDP growth rate per employed person was 3.3 percent. This is largely attributed to small business growth, success in attracting new business investment to the province and an increase in Alberta's export markets.

Preliminary data for 1998 suggests that growth in productivity is likely to be closer to 1.7 percent. The anticipated decline in GDP per employed person is in part due to Alberta's strong performance in job creation, during a period when low commodity prices affected the province's overall GDP growth. More jobs were created in Alberta in 1998 than in each of the previous twelve years.

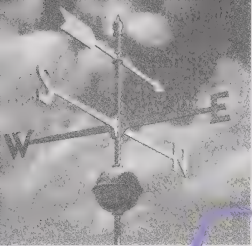
Opportunities and Challenges

Alberta's workplaces and communities increasingly reflect Alberta's standing in the global community. Business products, services and worker skills are being measured by international, not local, benchmarks. It is therefore important that Alberta's K-12 and adult learning systems provide quality learning opportunities that are responsive to the needs of an international market and lead to credentials that are recognized the world over. Familiarity with the languages and cultures of trading partners facilitates greater cooperation and in many instances leads to the identification of new trade opportunities.

A diversified economy is the best safeguard against volatile commodity prices. During the 1990's, job growth has been highest in high

skill occupations and industries in which knowledge is the primary resource. Alberta has taken steps through its support of research excellence, strategic investment in research infrastructure, and expansion of high technology training, to attract and keep bright, talented academics, researchers and high tech workers in Alberta.

What other opportunities are there to meet the growing demand for versatile workers with advanced skills, and what opportunities can be pursued to ensure those workers are recognized nationally and internationally? Our challenge is to ensure that Albertans will be able to make use of their education and skills in the global economy.



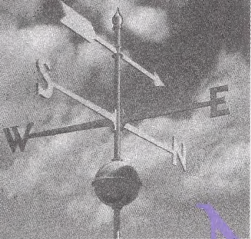
Conclusion

P E O P L E A N D P R O S P E R I T Y

The activities identified in People and Prosperity 1997 have been initiated and their impacts are being measured. Departments monitor their progress on an ongoing basis and pursue new opportunities to move toward the People and Prosperity goals. Perhaps partly as a result of these efforts, Alberta has achieved the highest rate of job creation in the country and one of the highest rates of economic growth.

However, Alberta's competitive advantage may only be sustained through a comprehensive and progressive approach to human resource development. Responses to questions posed in this document will be carefully considered to ensure that People and Prosperity is innovative and relevant to the needs of Albertans.

Notes



Notes

PEOPLE AND PROSPERITY

The activities identified in *Prosperity 2000* have been initiated and their progress is being monitored. Departmental committees track progress on all ongoing tasks and various task opportunities to move beyond the People and Prosperity goals. Perhaps partially as a result of these efforts, Alberta has achieved the highest rate of participation in the country and among the highest rates of economic growth.

However, Alberta's competitive advantage can only be sustained through a comprehensive and progressive approach to human resource development. Responses to questions posed in this document will be carefully considered to ensure that People and Prosperity is innovative and relevant to the needs of Albertans.



Alberta
GOVERNMENT OF ALBERTA

